The Senate of the Yale University Faculty of Arts and Sciences and School of Engineering and Applied Science

(FAS-SEAS Senate)
FAS-SEAS Senate

- An advisory body representing Yale FAS and SEAS faculty
- Created in 2015
- Composed of 25 Senators
  - 7 Humanities, 5 Social Sciences, 5 Sciences, 3 Engineering, 5 At-Large
  - ≥ 1 Instructional, ≥ 3 Pre-Tenure Faculty Members
- Elections held every spring
- Senators serve up to three two-year terms
- “A key structure in faculty self governance”, “A forum for debate and advocacy”
Senate Duties

- Attend monthly Senate meetings
- Serve on 2-3 Senate committees
  - Examples: Faculty Advancement, Budget, Governance, Diversity ...
- Attend / organize Senate events:
  - Advocacy, e.g., reports or resolutions on academic freedom
  - Informational, e.g., debate fossil fuel divestment
  - Social, e.g., junior faculty happy hour
Impact of Yale Senate

Advocated, alongside others, for significant changes:

• ↑ Yale Child Scholarship Program, from $16,500 to $29,500 / yr / child

• ↑ Faculty salaries, from 92% to 97% (Social Sciences) and 97% to 99% (Humanities), as percentages of peers (and still working on reaching parity)

• ↑ Strategic and budgetary autonomy of FAS and SEAS, toward more streamlined decision making

• ↑ Salary, professional dev, family support for Instructional Faculty

• ↑ Institutional support for faculty child-care
Running for Yale Senate

• Nominate self (and others) in response to Senate email query
  (encourage multiple nominations by colleagues!)
• Senate Nominations Cmte confirms candidates’ intention to run, collects candidacy statements
• Candidates campaign among faculty colleagues
• Web-based election conducted over ~ two-week period in April/May
• Election winners announced
• Senate service begins August 15
Why Serve in the Senate?

• “Advance the issues most important to YOU, from a highly respected Yale faculty body.” - Paul Van Tassel

• “Yale works best when faculty are empowered, and the Senate is our foremost mechanism of influence.” - John Geanakoplos

• “If a university issue bothers you, become a Senator and try to fix it.” – Meg Urry

• “The Senate has given me a voice as an instructional faculty member.” – Rebecca Toseland
FAS-SEAS SENATE "WINS"

2015-2016 Beverly Gage

- **Established the Senate.** Everything from sorting out formal Senate policies, committees, and structures to getting a Senate email system up and running. Bill Nordhaus, who was deputy chair, was absolutely crucial in all of this.

- **FAS size.** In the course of writing a report on the impending opening of the new colleges, we discovered that the size of the ladder-faculty FAS had shrunk significantly in recent years. Thus began the Senate's campaign to track and expand the size of the FAS.

- **Renaming Calhoun.** In the wake of President Salovey’s initial decision not to rename Calhoun, the Senate led the faculty's response and successfully helped to produce a change of policy the following year.

- **Faculty conduct standards.** The Senate successfully pushed the administration to revise the pending Yale faculty conduct standards to ensure due process and faculty-peer control.
FAS-SEAS SENATE "WINS"

Reports issued in 2015-2016

- **Report by Shiri Goren and Charles Schmuttenmaer on Visit to Yale NUS**/Presented to the FAS Senate on May 19, 2016
- **FAS Senate Diversity and Inclusivity Report**/Approved by the FASS on May 19, 2016
- **FAS Senate College Expansion Report**/Approved by the FASS on March 10, 2016
- **FAS Senate Faculty Conduct Standards and Procedures Report**/Approved by the FASS on March 10, 2016
- **FAS Senate Review of Yale’s Parental Policies**/Approved by the FASS on March 10, 2016
FAS-SEAS SENATE "WINS"

2016-2017 Emily Greenwood

- Investigation of *Canvas copyright issues*.
- Addressed *labor issues and Local 34 Union contract*.
- Formation of *Yale College Expansion Committee* which produced a *Report* that was sent to the administration.
- *Reform of Ad-hoc Committee on Faculty Conduct Standards and Procedures*.
- *Formation of the Committee to Establish Principles on Renaming* that addressed issues related to changing or not changing names.
- *Committee on Committees initiative to have senators participate on important committees* selected by administration (FASTAP, CESOF, Yale College Expansion Committee, Sterling Library Committee).
- Diversity and Inclusivity Committee had a productive meeting with relevant stakeholders, that resulted in a *dashboard on diversity matters* that is now available on the Deputy Provost's website.
FAS-SEAS SENATE "WINS"

- Presented *panel discussion on the role of the university and academic expertise* in the current political climate.

Reports issued in 2016-2017:

1. **FAS Senate Report on the Status, Pay and Condition of Non-Ladder Faculty in FAS** - Approved by the FASS on April 9, 2017

2. **FAS Senate Report on Budget Transparency**/Approved by the FASS on December 8, 2016

FAS-SEAS SENATE "WINS"

2017-2018 and 2020-2021  Matt Jacobson

- Winning a re-review of the Standards and Procedures regarding faculty misconduct, and winning an FAS-wide election as part of the approval process
- Formation of and work with the Yale Childcare Consultative Committee
- FAS-wide forum on COVID information (both general health info and university procedures)
- Governance Committee work on copyright in the digital age, which became policy.
- Resolution to support the Yale Prison Education Initiative, which affected policy.
- Ongoing work on the creation of an Ombudsman office (not a win, but important...)

Reports issued in 2017-2018

- Report of the Peer Advisory Committee on the Creation of a University Ombuds Office at Yale - Approved by the FASS on May 7, 2019
FAS-SEAS SENATE "WINS"

- Informal report of the Faculty of Arts and Sciences Senate Ad Hoc Diversity Committee on the Faculty Resources Committee (FRC) - Approved by the FASS on May 7, 2019

- Review of Progress in Restructuring the FAS - Report of the FAS Senate Governance and Institutional Policy Committee - Approved by the FASS on May 8, 2018

- FAS Senate Response to the August 2017 Report of the University-Wide Ad Hoc Committee on Procedures for Resolving Faculty Misconduct - Approved by FASS on November 9, 2017
FAS-SEAS SENATE "WINS"

2018-2019 Bill Nordhaus

- **Standards and procedures**: Established our role and made some important changes

- **Faculty excellence**: A great study that showed where we were going wrong.

- **Copyright**: Established the principle that faculty own the copyright to their teaching, lectures, and recordings.

Many other initiatives were first-rate, but these served the faculty and the institution with distinction.

Reports and resolutions issued in 2018-2019

- **FASS Resolution of Concern** - Approved by the Yale FASS on May 7, 2019

- **Report of the Peer Advisory Committee on the Creation of a University Ombuds Office at Yale** - Approved by the FASS on May 7, 2019
FAS-SEAS SENATE "WINS"

- Informal report of the Faculty of Arts and Sciences Senate Ad Hoc Diversity Committee on the Faculty Resources Committee (FRC) - Approved by the FASS on May 7, 2019

- FAS Senate Research and Scholarly Excellence Report - January 23, 2019 - (full) - Approved by the FASS on December 11, 2018

- Report of the FAS Senate Ad Hoc Elections Committee - Approved by the FASS on August 27, 2018
FAS-SEAS SENATE "WINS"

2019-2020 John Geanakoplos

- Focused on *Faculty Excellence and the Faculty Role in Governance*.
- Hosted Provost Strobel who accepted the findings of the Senate Faculty Excellence Report and vowed to increase *faculty size and salaries*.
- Wrote the first Yale *FAS mission statement* “To preserve, advance, and transmit knowledge through inspiring teaching, research, and art,” which is aligned with the University's original mission.
- Published resolutions that *critiqued the wisdom of University Covid Financial Crisis measures* (freezing faculty hiring and salaries and pausing graduate admissions), while praising the administration’s handling of the Covid health crisis.
- Enumerated five *principles for future financial crises* and explained the role of Yale Endowment Spending Rule in financial crises.
- Documented the *history of Yale’s over-reaction to past financial crises* and its effects on faculty size and salaries and excellence.
FAS-SEAS SENATE "WINS"

- Hosted Zoom meeting with Chief Investment Officer David Swensen and 400+ faculty to discuss Yale's financial crisis and Endowment Spending Rule.
- Hosted discussion of broader Covid ramifications in New Haven and Connecticut, with New Haven Mayor Justin Elicker and Albert Ko, chair of Governor’s Reopen Connecticut Board.
- Recommended Yale retain student option of grades or pass-fail.
- Hosted discussion of academic freedom at NUS with first Yale NUS president Pericles Lewis, leading to a published resolution.
- Hosted debate on fossil fuel divestment between Swensen, the chair of Yale Investment Committee David Macy, concerned faculty, and four undergraduate activists. Reached consensus on a resolution to modify Yale’s ethical investment guidelines.

Reports and Resolutions issued in 2019-2020

- FASS Resolution on Procedures for Responding to Questions of Academic Freedom at Yale-NUS - Approved by the Yale FAS Senate on December 10, 2019
FAS-SEAS SENATE "WINS"

- Proposed FAS Mission Statement - Approved by FASS June 2020
- Faculty of Arts and Sciences Senate Statement: Preserving the Future of Yale’s Research and Teaching during a Financial Crises - Approved by the FASS on June 9, 2020
- The Yale Endowment Spending Rule - Approved by the FASS on June 9, 2020
- Three Lessons from Past Financial Crises at Yale - Approved by the FASS on June 9, 2020
- Report of the Elections Committee of March 26, 2020 - Approved by the FASS on March 26, 2020
FAS-SEAS SENATE "WINS"

2020-2021  Matt Jacobson

Reports and Resolutions issued in 2020-2021

• FAS Senate Statement of Concern RE: The Petition Process for Alumni Fellows - Approved by the FAS Senate on May 28, 2021

• Response to the Provost’s Letter on The Report on Retirement Incentive Plan by the Yale Inter-school Faculty Working Group - Approved by the FAS Senate on January 21, 2021

• Resolution to request the Provost’s Office to establish a University Work/Life Committee - Approved by the Yale FASS on January 21, 2021

• Child- and Eldercare Brief by Yale by the Yale Childcare Consultative Committee - December 2020

• Report by the Inter-school Faculty Working Group on Yale’s Incentive Retirement Plan - posted on November 10, 2020

• Resolution to Support Yale Prison Education Initiative - Approved by the Yale FASS on October 15, 2020
FAS-SEAS SENATE "WINS"

- FASS Governance Committee Report on Yale Copyright in the Digital Age - Approved by the FASS September 17, 2020

2021-2022 Valerie Horsley

Reports and Resolutions issued in 2021-2022

- Resolution Regarding the University’s Response to the China Initiative and Policies Related to Inquiries from Federal Agencies - Approved by the Yale FASS on April 28, 2022
- Resolution on Educational Gag Orders - Approved by the Yale FASS on April 28, 2022
- Resolution to Establish a University Policy that Respects Academic Freedom - Approved by the Yale FASS on October 28, 2021
- FAS Statement of Concern regarding Academic Freedom at Yale - Approved by the FAS Senate on October 1, 2021
FAS-SEAS SENATE "WINS"

2022-2023 Paul Van Tassel

- **Increase in Yale's Child Scholarship Program**, to support higher education expenses of faculty and staff, from $16,500 to $29,500 / yr / child (and to remain at 40% of Yale tuition going forward)

- **Increased average faculty salaries** (since 2016), as percentages of peer institutions averages, from 92% to 97% (Social Sciences) and 97% to 99% (Humanities)

- Enhanced **strategic and budgetary autonomy of FAS and SEAS**, leading to more streamlined decision making.

- Numerous **gains for Instructional Faculty**, including enhanced salary, professional, and family support.

- Increased **institutional support for faculty childcare** (more details to be added ...)

Reports issued in 2022-2023
FAS-SEAS SENATE "WINS"

- **Report from the FAS-SEAS Senate Diversity Committee on Romantic Relationships between Faculty and Graduate Students** - Approved by the FAS-SEAS Senate on October 26, 2023

- **Off the Ladder: Revisiting the Status and Condition of Instructional Faculty** - Approved by the FAS-SEAS Senate on May 18, 2023

- **Results of 2021-22 Faculty Focus Groups on Endowment Spending Priorities** - Approved by the FAS-SEAS Senate on April 20, 2023
Instructional Faculty wins over the years.  Sybil Alexandrov

- Access to free lunches in the Yale colleges
- Providing laptops
- Peer mentoring opportunities
- Professional development opportunities
- Salary adjustments
- Increase to course rate minimums.
- Inclusion in programs such as Scholars as Leaders and Scholars as Learners programs
- Primary investigator (PI) status for senior lectors II and senior lecturers II
- Increased funding for participation in conferences
- Child-rearing leave
- Childcare support
FAS-SEAS SENATE "WINS"

- Significant enhancement to the child scholarship plan for all faculty and staff
- Pilot phased retirement plan for certain term-limited faculty members.
- Expanded emeritus status.